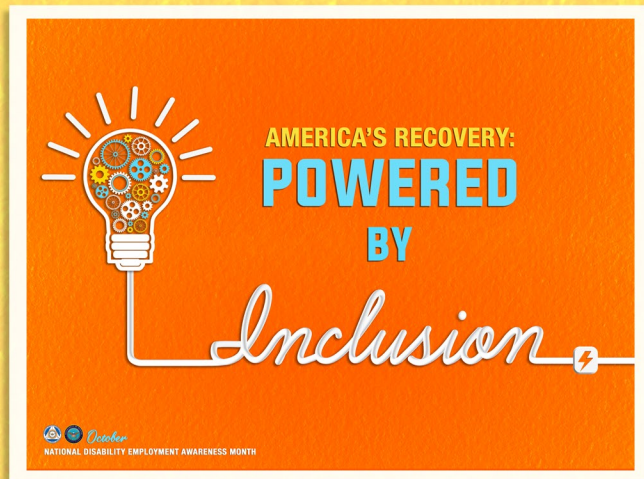


CULTURAL
AWARENESS



OBSERVANCE

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



FACTS

National Disability Employment Awareness Month (NDEAM) is an opportunity to reaffirm the Department of Defense's (DoD) commitment to recruit, retain, and advance individuals with disabilities throughout our workforce.

It is also a time to recognize the many and varied contributions America's workers with disabilities make each and every day across the nation.

Deputy Assistant Secretary of Labor for Disability Employment Policy Jennifer Sheehy explained this year's theme, *"America's Recovery: Powered by Inclusion"* is a theme that reflects our commitment to an inclusive recovery, one in which those of us with disabilities have full access to economic opportunity and – if needed – the accommodations and supports that allow us to contribute our skills and talents."

The history of NDEAM traces back to 1945 when Congress declared the first week of October to be "National Employ the Physically Handicapped Week."

Congress removed "Physically" in 1962 to include people with all types of disabilities.

In 1988, the federal legislature expanded the week to a month and changed the name to NDEAM.

"People with disabilities" is a diverse group that includes people with sensory, physical, and mental conditions.

People with disabilities cross lines of age, ethnicity, sex, race, sexual orientation, and socioeconomic status.

It is a group anyone can become a member of at any time.

As the Nation's largest employer, the DoD recognizes its critical role in advancing disability awareness in the workplace.

The DoD understands that we are all equally important in protecting our nation and that we all have a role to play in mission readiness.

